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May 29, 2014

Time to Move On

The recent Letter of Agreement (LOA #14-01 Modifications Related to FAR 117) between ALPA and Delta embodies one of the most significant contractual improvements ever achieved outside of Section 6 negotiations. The Delta MEC continues to take advantage of every opportunity, consistently producing gains that lead our profession. While ALPA is focused on protecting and advancing our careers, the DPA has produced nothing...nothing but a long and ever lengthening list of ridiculous misrepresentations. Here's what they had to say about the recent LOA:

"All we have is an MEC Chairman and Negotiating Committee pursuing whatever they deem as important ... ALPA's handling of FAR 117 negotiations clearly demonstrates ALPA has lost interest in representing its members' desires. ALPA is bent on pursuing its own agenda regardless of whether or not its members have an opinion on the matter."

Now into their *fifth* year of unfulfilled promises, the DPA has not produced a penny's worth of pay or benefits for a single Delta pilot, and considering its structure and the experience level of its organizers, never will. In fact, most Delta pilots are now coming to the realization that the DPA only serves to interfere with our ability to produce the maximum gains possible, and to distract us from the consistent improvement that has defined the last half-decade.

This industry-leading LOA dealing with the complexities of FAR 117 was the product of MEC direction and re-direction, based on pilot input from months of lounge visits, numerous MEC publications, FAR 117 road shows and nine months of negotiating. The result: significant improvements such as the groundbreaking 5:15 ADG, improvements to reserve scheduling, and new reroute protections, just to name a few. The Negotiating Committee secured this agreement with support from ALPA's Economic and Financial Analysis and Representation departments, which included the professional counsel of the most experienced labor negotiators in the industry.

ALPA and the Delta MEC have taken advantage of another unique opportunity to enhance our working agreement, but the important work of contractual improvements does not stop here. We are now just *ten months* away from exchanging openers, the first step in negotiating our next contract. As the improvements related to LOA 14-01 are implemented in the coming months, your union is keeping its eyes on the horizon. Our MEC chairman has stated his objective of achieving a new contract by the amendable date. With this in mind, let's review the capabilities and records of ALPA and DPA.

ALPA already has a team in place for the next Section 6. Your elected representatives on the MEC have in turn elected the Negotiating Committee for the next round of Section 6 negotiations. These fellow pilots have already been "at the table," gaining invaluable experience during the FAR 117 negotiations. Furthermore, our negotiators are supported by a host of subject matter experts, ranging from economic and financial analysts, to retirement

and insurance experts, to highly experienced labor attorneys who specialize in pilot negotiations.

In stark contrast, none of the DPA leadership has *any* labor negotiating experience, nor have they ever represented pilots in any capacity. Their current counsel has a less than stellar history with independent pilot unions such as APA, and was unsuccessful in achieving a contract for the pilots of US Airways during the four years prior to the termination of his firm's services. The DPA is aware of this history, and for that reason has sought to reassure us with the promise that it will hire a "professional negotiator" different from its current counsel.

Since making that promise, the DPA has failed to name a single firm or individual who could fill the role of "professional negotiator" and make up for its leadership's complete lack of experience. Accepting at face value that they will somehow accomplish after certification what they failed to accomplish before, requires more than an incredible leap of faith; they are asking you to gamble your next contract and career as the stakes.

Our next agreement will become the foundation for the careers of most Delta pilots, and could be the last agreement for many others on our seniority list. The Delta MEC Negotiating Committee, supported by ALPA's professional staff of experts is already back at work. Your support is crucial to enabling our MEC to seize the next opportunity.

While the DPA is mired in ad hominem attacks on fellow pilots, worn-out pessimism, and a collapsing campaign, ALPA is already on to the next challenge, Contract 2015.

The choice is clear. Let's move on.